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CENTRAL INTELLIGENCE AGENCY

**REPORT** 

## INFORMATION REPORT

CD NO.

25X1

COUNTRY

East Germany

DATE DISTR.

13 April 1955

SUBJECT

Increase of Work Norms in the Ministry of

NO. OF PAGES

**PLACE ACQUIRED** 

Heavy Industry

NO. OF ENCLS. (LISTED BELOW)

25X1

DATE OF INFO.

SUPPLEMENT TO REPORT NO.

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oruricht's speech at Committee of the SED and the legal groundwork, according to the instructions, contained in Gesetsblatt No. 64 of 20 May, 1952.

- 2. The Ministry's program specifically ordered officials to make no mention of "increase in norms" as such until after their workers had been wall indoctrinated on the subjects of "increasing labor productivity", "increasing profitability of operations" and "improvement of living standards". The program was to be carried out slowly, concentrating first on the most amenable sections of the various establishments and only then spreading out to other branches.
- 3. The sead of the Labor Department and the Nork Horm Formulators of the Main Administrations, working in close cooperation with the Main Administration meads, were charged with implementing the instructions.

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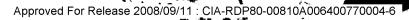
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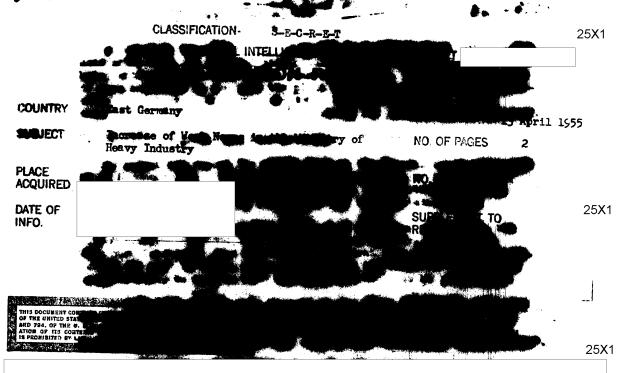
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- confidential instructions to its thank to begin preparations for increasing the work norms in establishments, the Ministry. Spectus for the move was attributed to Walter Ulbricht's speech at the 21st Plenum of the Central Committee of the SED and the legal coundwork, according to the instructions, contained in Gesetzblatt No. 64 of 20 May, 1952.
- 2. The Ministry's program specifically ordered officials to make no mention of "increase in norms" as such until after their workers had been well indoctrinated on the subjects of "increasing labor productivity", "increasing profitability of operations" and "improvement of living standards". The program was to be carried out slowly, concentrating first on the most amenable sections of the various establishments and only then spreading out to other branches.
- 3. The head of the labor Department and the work norm formulators of the Main Administrations, working in close cooperation with the Main Administration heads, were charged with implementing the instructions.
- 4. Implementation To to proceeds in the following manner:
- a) As of 20 December 1954 each Main Administration is to determine which concern for to serve as example and be minutely studied as to its political complexion. Areas where work norms are already being overful filled are to be selected as starting points, and all measures first coordinated with the Party secretaries and trade union chairmen in the affected areas.
- b) The critical step of presenting the measures to the mass of the workers; to be undertaken only after the Party members among the workers have first been carefully indoctrinated on the program. Workers' discussions are to be conducted without reference to norm increases but rather with emphasis on the technological and organizational aspects of increasing

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- c) Norms in the plants are to be set in a manner which vill appear convincing from the workers standpoint and not have the semblance of being arbitrarily decided by the plant management. Any undergread wave of norm increases at the time the plant collective agreements (Betriebs-kelloktivvertraege) are drawn up are to be avoided; rather are to be introduced and then slowly and systematically expanded.
  - 5. Specifically, each Main Administration will proceed as follows:
  - a) Select and report its target at a to the Control Labor Lepartment by 20 December 195h. The date for the establishment of its stakkhnovite brigge will also be reported at that time. Work leaders concerned will be personally instructed by the head of the Bain Administration.
  - b) The brigade will include the fread of the Labor Department, the Main Administration Work to Formulator and, ideally, a qualified work norm formulator free interestablishment of the beginning of the plant and local farty organizations, as well as with the trade unions is to be established.
  - e) Political and economic aspects of the plant department contracts to be minutely analysed before any public second to the carefully bringled beforehend on the line and aims of the "Production Consultations".
  - d) Profitability (Rentabilitaet), not norm increases, is to be discussed in the "consultations". Technological improvements, work organization and decrease in time losses, are the aims. Only after those aims are well established in the distribution of changes in work norms to be approached.

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